

/218280/2022

Government of West Bengal  
Labour Department, I. R. Branch  
N.S. Building, 12<sup>th</sup> Floor  
1, K.S. Roy Road, Kolkata - 700001

No. Labr/840/(LC-IR)/7L-07/17

Date: 07-09/2022

**ORDER**

WHEREAS an industrial dispute existed between M/s. Kamarhatty Company Ltd., Kamarhatty, Kolkata - 700058 and Fakir Mia, Mathudanga Gram, Barkandaj Para, P.O. – Mirgola (Dankuni), P.S. – Dankuni, Distt. – Hooghly, Pin - 712311 regarding the issue, being a matter specified in the Second schedule to the Industrial Dispute Act, 1947 (14 of 1947);

AND WHEREAS the workman has filed an application under section 10(1B) (d) of the Industrial Dispute Act, 1947 (14 of 1947) to the First Industrial Tribunal specified for this purpose under this Deptt.'s Notification No. 1085-IR/12L-9/95 dated 25.07.1997.

AND WHEREAS, the First Industrial Tribunal heard the parties under section 10(1B)(d) of the I.D. Act, 1947 (14 of 1947) and framed the following issue dismissal of the workman as the "issue" of the dispute.

AND WHEREAS the First Industrial Tribunal has submitted to the State Government its Award dated 28/07/2022 under section 10(1B) (d) of the I.D. Act, 1947 (14 of 1947) on the said Industrial Dispute vide memo no.1317 - L.T. dated 24/08/2022.

Now, THEREFORE, in pursuance of the provisions of Section 17 of the Industrial Dispute Act, 1947 (14 of 1947), the Governor is pleased hereby to publish the said Award as shown in the Annexure hereto.

**ANNEXURE**

( Attached herewith )

By order of the Governor,

sd/

Joint Secretary  
to the Government of West Bengal



I/218280/2022

11/11/22  
 Anandas  
 A. update  
 07/09/2022

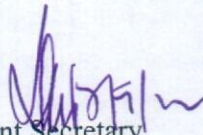
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07-09-  
Date: ...../2022

840  
No. Labr/.....1/(5)/(LC-IR)

Copy with a copy of the Award forwarded for information and necessary action to :-

1. M/S. Kamarhatty Company Ltd., Kamarhatty, Kolkata - 700058.
2. Fakir Mia, Mathudanga Gram, Barkandaj Para, P.O. - Mirgola (Dankuni), P.S. - Dankuni, Distt. - Hooghly, Pin - 712311.
3. The Asstt. Labour Commissioner, W.B. In-Charge, Labour Gazette.
4. The O.S.D. & E.O. Labour Commissioner, W.B., New Secretariat Building, (11<sup>th</sup> Floor), 1, Kiran Sankar Roy Road, Kolkata - 700001.
- ✓ 5. The Sr. Deputy Secretary, IT Cell, Labour Department, with the request to cast the Award in the Department's website.

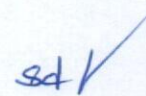
  
 Joint Secretary

840  
No. Labr/.....2/(2)/(LC-IR)

07-09-  
Date ...../2022

Copy forwarded for information to:-

1. The Judge, First Industrial Tribunal West Bengal, with respect to his Memo No. 1317 - L.T. dated 24/08/2022.
2. The Joint Labour Commissioner (Statistics), West Bengal, 6, Church Lane, Kolkata - 700001.

  
 Joint Secretary



In the matter of an Industrial Disputes exists between Fakir Mia, Mathudanga Gram, Barkandaj Para, P.O. – Mirgola (Dankuni), P.S. – Dankuni, District – Hooghly, Pin – 712 311 against his employer M/s Kamarhatty Company Limited of Kamarhati, Kolkata – 700 058.

**BEFORE THE FIRST INDUSTRIAL TRIBUNAL: WEST BENGAL**

**PRESENT**

**SHRI UTTAM KUMAR NANDY, JUDGE  
FIRST INDUSTRIAL TRIBUNAL, KOLKATA**

**Date of Order: 28.07.2022**

**Case No.: 01/2013 u/s 10(1b)(d)**

The instant case has been initiated on filing an application u/s 10(1b)(d) read with section 2A(2) of the Industrial Disputes Act 1947 as amended on 13.05.2013 from the Workman Fakir Mia a resident of Mathudanga Gram, Barkandaj Para, P.O. – Mirgola (Dankuni), P.S. – Dankuni, District – Hooghly, Pin – 712 311 against his employer M/s Kamarhatty Company Limited of Kamarhati, Kolkata – 700 058 in connection with the termination of the service by his employer seeking order that the same is unjustified, reinstatement in service with full back wages and consequential benefits.

The fact of the case as stated by the applicant Mr. Fakir Mia in a nutshell is that the petitioner had been working under the Opposite Party / Company as a workman since long time with diligently, honestly and sincerely. His Workman Identity is E.B. No. CV-1077, ESI Identity No. 4002806531 (old No. 2806531). The workman was never given any appointment letter, copy of Company's standing order etc.

It is further stated due to illness the petitioner was under ESI treatment through panelled doctor, who referred the petitioner to the specialist in the chest department of ESI Hospital at Kamarhati for better treatment. Then on 15.09.2012 after getting the fit certificate issued by the ESI authority, the petitioner had been to join his duty but during the period of working on that day, In-Charge of the Department of the opposite party directed the working to get out at once without any reason thereof and without any due process of law by saying that the petitioner's service was no longer required rather said In-Charge namely Mr. Jha threw the fit certificate of the Workman on the floor calling the same as a manufactured one.





Thus in the eye of law according to the petitioner the above fact is nothing but refusal of employment and amounted to an illegal termination without any opportunity to the Workman of being heard or by holding any domestic enquiry and thereby the mandatory provision of Section 25F of the Industrial Disputes Act has not been complied with.

Thereafter, the petitioner raised a formal dispute before the Company by sending a letter with registered post with AD on 01.10.2012 but the Company even after receiving the same remain silent over the matter. So, the Workman raised an alternative dispute before the office of Deputy Labour Commissioner, Barrackpore by sending a letter dated 18.03.2013.

The petitioner further states that he is still unemployed and his last drawn wages was Rs. 350/- per day. The petitioner prays for holding that the termination of his service on and from 15.09.2012 by way of refusal of employment is bad, illegal and therefore, he also prays to pass an award in favour of him by directing the Opposite Party / Company to reinstate him with full back wages and all other consequential benefits thereto.

On the other hand the Company made appearance on 17.06.2013 and filed Written Statement on 23.08.2013 by denying all material allegations being put against them and contended inter-alia to the effect that firstly the instant application is not maintainable in law and the Company never refused the employment of the petitioner above named rather he did not come to resume his duty even after receipt of letter of resumption dated 31.10.2012 and thereby it is prayed by the Company that the Tribunal may graciously be pleased to frame the preliminary issues with regard to the maintainability of the instant application before touching the merit of the case and instant dispute cannot be turned as Industrial Dispute. These statements are denoted as per right of the Written Statement.

The Company described the fact of the case in Part-B in which the Company stated inter-alia to the effect that the concerned petitioner had been working with the Company as Casual Workman on casual basis and after discharging of his duty for some time he was promoted to Special Badli on 16.11.2009 and having E.B. No. S81077.





It is further stated by the Company that from the record of the Company it is revealed that the Workman was very negligent as well as casual and his attendance was very poor being remained absent without intimation to the Company.

The Company denies his termination order / dismissal rather the Workman deliberately was not reporting to his duty with some mala-fide intention and even then the Company has no objection if the concerned Workman resumes his duty with immediate effect. And claiming that the Workman has abandoned his employment of his own accord and it is further claimed that the concerned Workman is gainfully employed elsewhere.

The Company has given their reply through Part-C to various averments, contentions, statements and allegations raised by the applicant in its Written Statement in the Part-C of the Company. And, therefore, humbly prayed to decide the preliminary issues on the point of maintainability of the instant application and thereafter to adjudicate the case if necessary on merit, and upon adjudication to be pleased to pass award in favour of the Company by holding that the service of Fakir Mia has not been refused by the Company rather the Workman Fakir Mia deliberately did not resume his duty and thereby he is not entitled to any relief whatsoever.

In view of the above facts and circumstances the Tribunal has framed the following issues:

### ISSUES

- 1) Whether the application u/s 10(1b)(d) of the Industrial Dispute Act read with section 2A(2) of the said Act as maintainable in law?
- 2) Is the termination of service of Fakir Mia by way of refusal of employment by the management of M/s Kamarhatty Company Limited with effect from 15.09.2022 justified?
- 3) To what other relief or reliefs is the applicant entitled under the Industrial Disputes Act?





Be it mentioned here from 26.05.2014 evidence on merit from the side of Workman was started.

Then on 19.06.2014 the Company filed a petition praying for hearing of preliminary issues as raised by the Company in their Written Statement at the first instance prior to hearing on merit of the case and the Tribunal on that day by an order holding that Ld. Counsel for the Company has miserably failed to make out a strong arguable case in favour of the Company which would pursued this Tribunal to hear preliminary issues or objection at the first instance. In other words it was the view of the Tribunal that this is not an exceptional case where whether discussion given to the Tribunal under Rule 20H of the West Bengal Industrial Disputes Rule 1958 can be in vogue and accordingly the Company's objection filed on that day stands rejected on contest, and thereafter evidence on merit was resumed.

**Decision with Reason:**

In support of the case the petitioner Workman has examined himself as PW-1 and he also filed the following documents which have been marked as follows:

- 1) Photocopy of ESI Card of the Workman. Marked as **Exhibit-1**.
- 2) Photocopy of 4(four) treatment sheets issued by ESI Hospital. Marked as **Exhibit-2, 2/1, 2/2 and 2/3** respectively.
- 3) Photocopy of workman's letter dated 01.01.2012 to the Company and postal official receipts. Marked as **Exhibit-3** and **3/1** respectively.
- 4) Photocopy of Workman's letter dated 21.11.2012 to the Post Master, New Secretariat Buildings, Kolkata. Marked as **Exhibit-4**.
- 5) Photocopy of reply dated 13.12.2012 by the Postal Department. Marked as **Exhibit-4/1**.
- 6) Photocopy of Workman's letter dated 18.02.2013 to the Deputy Labour Commissioner, Barrackpur. Marked as **Exhibit – 5**.





- 7) Photocopy of Deputy Labour Commissioner's memo No. B/983/14/1B/DLC, dated 07.05.2013. Marked as **Exhibit-6**.
- 8) Photocopy of Workman's letter dated 17.06.2018 to the Assistant Labour Commissioner, Barrackpore and postal official receipts thereto. Marked as **Exhibit - 7** and **7/1**.

On the other hand Company has cited oral evidence of one Nirmal Bakshi, the Labour officer of the Company as CW-1 and also filed the following documents which have been marked as follows:

- A) The original service record of the Workman named Fakir Mia, E.B. No. 81077, who promoted to Special Badli on 16.11.2009 being E.B. No. S81077. Marked as **Exhibit-A**.
- B) A letter dated 31.10.2012 addressed to the Workman by the General Manager of the Company. Marked as **Exhibit - B**.
- C) The certificate dated 16.05.2018 issued by the Company to the Witness CW-1. Marked as **Exhibit - C**.

In support of his case P.W.- 1 has stated his case in his affidavit-in-chief.

From the cross examination of PW-1 it is revealed that PW-1 worked under the Opposite Party / Company as Special Badli for which he has produced his Identity Card and the same has not been challenged by the Opposite Party/Company.

PW-1 admits that he has not worked 240 days in a year, as the Company used to engaged them not only in the absence of any permanent worker but also engaged him independent machine separately, but sometimes that such machine would be withdrawn by the management so that our service could not be permanent.

WW-1 claimed that he did not receive any letter from the Company on 31.10.2012, even the Company has produced the photocopy of such letter, though Company has failed to show him the original.





PW-1 also admitted that he did not apply leave during the period after 03.09.2012 when he was lying sick. He denied that Mr. Jha was not attached with the Opposite Party / Company, who refused to allow him to perform further work in the Company after working for one hour on 15.09.2012.

PW-1 also denied that in spite of his request the Company allowed him to resume his duties.

On the other hand in support of the defence the Company has cited one Nirmal Boksi, the Labour Officer of the Company as CW-1 who has stated that the concerned Workman had been working with the Company as Casual Workman on casual basis. Thereafter he was promoted to Special Badli on 16.11.2009 having EB No. – S81077.

CW-1 also alleged that this Workman was very negligent, casual and often remained absent without any intimation but CW-1 could not produce any document in this regard.

CW-1 also alleged that the present worker has suppressed all the material facts for his wrongful gain and wrongful loss to the Company but also could not file any substantial material to prove this allegation. However, CW-1 has stated that the Workman has abandoned his employment of his own accord and he is gainfully employed and it is also demanded that the Company never refused his employment.

CW-1 further states that on 15.09.2012 the Workman was very much present in the employment of the Company and after working half an hour he was found absent at this duty place and, therefore, the question of refusal of his employment on the said date does not arise as he never come to resume his duty after the said day and that apart after receipt of letter of resumption dated 31.10.2012 being issued by the Company the concerned Workman never reported to his duty, but it is fact that resumption letter in original has not been produced by the Company.

Lastly CW-1 has denied and disputed every statement/allegations being made in the examination-in-chief of the Workman affirmed on 26.05.2014





and claimed that the concerned Workman is not entitled to any relief as prayed for.

From the cross examination of CW-1 it is also ascertained that there is no signature of any officer of the Company or the applicant on both side of the **Exhibit-A**, which is claimed as the original service record of the Workman and there is no mentioned that the applicant used to work as Badli in the Company.

CW-1 denied that the Workman was promoted to Special Badli on 16.11.2009 being mentioned in Exhibit-A, is not correct. He could not said the amount per day wages of the Workman at the relevant point of time.

So, it is the main bone of contention of the instant case that the Workman has claimed himself a permanent workman as his employment was made in permanent capacity and his Workman identity No. E.B. No. CV-1077 and he was never given any appointment letter at any point of time though he joined this Company on 11.11.1989.

On the other hand the Company has claimed that the present Workman had been working with the Company as Casual Workman on casual basis and in due course of time he was promoted to Special Badli on 16.11.2009 and his Identity Card No. is E.B. No. S81077.

It is the admitted position of the instant case that the present Workman after coming from sick leave armed with fit certificate issued by the ESI authority had been to join his duty on 15.09.2012 and he joined his duty as usual manner. Thereafter, it is the further bone of contention to the effect that during the period of working on that day, the in-charge of the Department of the Company directed him to get out at once without showing any reason thereto and without any due process of law by saying that the petitioner's service is no longer required, while on the other hand it is the claim of the Company that on the alleged date i.e. on 15.09.2012 the present Workman after working half an hour had left his place of working without informing anybody and never come to resume his duty without mentioning the time when the workman was not found in the duty and therefore, it is to be decided whether the present case is refusal of employment or wilful abandonment of employment.





Now let us consider the argument of the both parties.

Ld. Counsel for the Company has argued that the present Workman was a Badli worker who joined the Company as Casual Worker and thereafter he was promoted to Special Badli Worker and at the relevant point of time he was on sick leave and after getting fit certificate he joined his service on 15.09.2012 and after working half an hour he himself abandoned his employment.

Ld. Counsel also argues that in spite of the fact a resumption letter was issued to the concerned Workman on 31.10.2012 which has been marked as **Exhibit-B**, the Workman never reported to his duty.

Ld. Counsel for the Company also argues that the alleged industrial dispute is not an industrial dispute and the present application also not maintainable in the eye of law as the allegation raised before the Tribunal are false, baseless, concocted, mala-fide and imaginary too and therefore, the same is bad in law and void-ab-initio.

Ld. Counsel for the Company also argues that the present Workman was very negligent, casual and often remain absent without informing the authority and his attendance was very poor and since the present Workman was on long absence from his duty, it is sufficient to conclude that he is abandoned his employment on his own accord and he is gainfully employed elsewhere.

In support of defence Ld. Counsel for the Company relying on the following rulings:

- 1) 2013(4) CHN CAL Page 488.
- 2) 2002 LAB IC Page 987 SC.
- 3) 2000(2) Supreme Court Cases Page 536.

And thereafter, it is contended by the Ld. Counsel for the Company that the above judgements are related on the points of status of Badli wherein it is held that onus of proof lies on the Workman that he worked for 240 days in





a preceding year and thereafter onus of proof shall transfer on the industrial establishment to disprove the same.

And it is also contended by the Ld. Counsel for the Company that in absence of proof of receipt of salary or wages or record of appointment but only filing an affidavit by the Workman is not sufficient evidence.

On the other hand Ld. Counsel for the workman argues that firstly the Company by filing so called Service Record vide E.B. No. CV-81077 only and not 'S' as mentioned in Para 24 of their written statement, which has been marked as **Exhibit-A** (2 pages) has no signature of any personnel of the management though it is the admitted position of the evidence of CW-1 that **Exhibit-A** is maintained on the strength of an attendance register of different categories of the staff/employees/workmen of various notes. But the Company could not file those attendance registers also and there is no mentioned in the **Exhibit-A** that the applicant used to work as Badli in the Company and in absence of original attendance register the said so called service record is of no use at all and it should be treated as baseless.

Ld. Counsel for the Workman also claims that no formal letter was issued to the applicant when he was promoted to Special Badli. It proves that the Company itself depends on verbal documents.

At this score Ld. Counsel for the Workman has stated that Hon'ble Supreme Court in the case of HD Singh vs. RBI and Others (Supreme Court Labour Case, Volume-IV, Para-14 [Page 167]) observed that the Reserve Bank of India did not make available to show as to how the appellant can be treated as Badli worker and to whose place he occupied during the days he worked (as per definition of Badli).

Ld. Counsel for the Workman has drawn my attention to the admission of CW-1 in his cross examination that the Company has failed to produce any postal receipt against the Company's letter dated 31.10.2012 addressing to the applicant for resumption of his duty in the Company and if that be so **Exhibit-B** has no value to prove the same that Company has ever informed the Workman to join his duty. Rather since **Exhibit-B** is the reply of the applicant's letter dated 01.10.2012. It should be presumed that the Company has admitted the applicant's formal letter dated 01.10.2012 (**Exhibit-3**) in respect of illegal termination by way of refusal of





employment of the Workman on 15.09.2012 and therefore, the termination of service of the present applicant by the management of the Company w.e.f. 15.09.2012 is unjustified.

It is also contended in the instant case that the Company did not raise any point whether the applicant was Badli or not and no issue was framed by this Tribunal to that effect and therefore, when there is no issue of alleged Badli, the said question does not and cannot arise at all.

Ld. Counsel for the Workman has relied upon the judgement of Mahamadsha Garriashah Patel vs. Mastan Bang Consumers Cooperative Wholesale & Retail Stores Ltd. being reported in 1998 1 CLR Page 1205 of Hon'ble Bombay High Court wherein it was held that even in case of abandonment of service, employer required to hold enquiry and then pass appropriate order – abandonment of service is always a matter of intention – it is a question of fact that the employer has failed to discharge the burden with the employee abandoned service.

Thus it is the clear case of termination of service being illegally done and in the absence of any evidence whatsoever laid by the employer that employee was gainfully employed after the termination being illegal, full back wages have to be awarded.

It is also contended by the Ld. Counsel for the Workman relying the section 73 of the ESI Act, which provides that the employer not to dismiss or punish any employee during the period of sickness.

Ld. Counsel for the Workman further argues that the judgement as relied upon by the Company are related on the points of Badli where the Company has failed to prove by producing any document to that effect and therefore those judgements are not at all applicable in the instant case and on the contrary no issue was framed whether the Workman used to work as Badli or not and the Company has admitted the contention of the applicant i.e. **Exhibit-3**.

Thus the Ld. Counsel has concluded by praying to the effect that this Tribunal pleased to hold that the termination of service of the Workman w.e.f. 15.09.2012 was illegal unlawful and unjustified as no domestic





the Company by stating the then Departmental-in-Charge Mr. Jha to the effect that his service is no longer required. In this respect also a prudent man cannot accept the plea of the Company that the worker left the work place without informing anybody wherein the Company did not enquire about his attendance at any point of time and thereafter after lapse of half months Company had issued a letter of resumption i.e. **Exhibit-B** which is not proved that the Workman had never received the same at any point of time, if that be so the Company has failed to prove the alleged facts as claimed by them and therefore, on the contrary the fact of the Workman should be presumed as true.

Now it is argued from the Workman that in a case Hon'ble Bombay High Court (reported in 1998 1 CLR Page 1205) hold that even in a case of abandonment of service employer required to hold enquiry and then pass appropriate order. If that be so, it can rightly be inferred that it is a question of fact that employer has failed to discharge the burden of proving that employee has abandoned his service. The Company has failed to prove that the employee was gainfully employed after the termination / refusal of employment whatever may be.

That apart it is also contended from the Workman that according to Section 73 of the ESI Act no employer can dismiss or punish any employee during the period of sickness.

So on conclusion it can safely be said that the Workman had been working in an industry for more than 30 years and in spite of that fact he was not permanent rather he was as per Company promoted Special Badli for the reason neither explained nor proved by the Company and therefore, I cannot except the contention of the Company in this respect rather it is out and out an unfair labour practice which should be condemned by any authority of law and therefore, I cannot rely the judgement as relied upon by the Company being related on the points of Badli as the Company has failed to prove the same by producing any document to that effect and moreover no issue was suggested or framed to that effect that the Workman used to work as Badli or not and specially when **Exhibit-3** and **3/1** have well proved being admitted by the Company.

Thus this Tribunal has no option but to hold the Workman Fakir Mia was illegally and unlawfully terminated from his service w.e.f. 15.09.2012 and therefore, it is unjustified too as no domestic enquiry was held on the basis of Company's standing order i.e. **Exhibit-D**.





enquiry was held on the basis of Company's Standing Order i.e. **Exhibit-D** and to pass Award in favour of the Workman by directing the Company to pay only full back wages upto the date of retirement as the Workman has attained the age of superannuation i.e. 58 years in the year 2017 (31.12.2017) and to pass any other necessary order/orders as the Tribunal deemed fit and proper.

On perusal of the record the evidence both oral and documentary and consideration of the argument led by Counsels for the representative parties, it is come out according to Company's demand as per evidence of CW-1 that it is argued rather claimed that the worker Fakir Mia was a Casual Workman on casual basis and thereafter he was promoted to Special Badli on 16.11.2009 having EB No. S81077. In this regard company has depended on Exhibit-A and according to **Exhibit-A** the worker Fakir Mia joined the Company on 13.06.1979 and he was promoted to Special Badli on 16.11.2009 but the Workman's service record has no signature of any authority whatsoever.

According to **Exhibit-A**, the worker Fakir Mia did not work 240 (two hundred forty) days in any of the preceding years, even then he was promoted to Special Badli for the reason best known to the Company. So, I cannot rely the **Exhibit-A** of the Company to determine whether the status of the Workman in this respect is correctly placed / shown.

It is also claimed by the Company that the Workman Fakir Mia was a very negligent, casual and remain absent without any prior intimation but in spite of the facts the Workman was promoted to Special Badli for the reason best known to the Company. But it is presumed since there is no evidence in this respect I cannot rely the facts as stated by the Company through CW-1 on his verbal statement.

It is also claimed that the Workman has abandoned his employment of his own accord by suppressing material facts and he is gainfully employed elsewhere, but the admitted position is that at the relevant point of time the Workman was on sick leave and after getting fit certificate issued by the ESI Authority the petitioner joined his duty on 15.09.2012 and he worked some time on that day and thereafter he was untraced and on the contrary the Workman has claimed that after sometime he was forcibly got out from





It is already revealed that the Workman Fakir Mia had retired or attained his age of superannuation in the year 2017 i.e. 31.12.2017 at the age of 58 years and therefore, the Worker should be favoured with an award by directing the Company to pay him only full back wages on and from 15.09.2012 to 31.12.2017 i.e. up to the date of retirement along with all consequential benefits thereto and the Worker should be compensated for his mental agony being sustained by him during the pendency of the instant case.

Hence it is

**ORDERED**

That the instant case being No. 01/2013 u/s 10(1b)(d) read with Section 2A(2) of the Industrial Disputes Act be and the same is allowed on contest with cost of Rs. 10,000/- (Rupees ten thousand) only against the Company to be paid to the victimed Worker who is entitled to full back wages upto the date of retirement as he has attained the age of superannuation i.e. 58 years on 31.12.2017 from the date of his termination i.e. on and from 15.09.2012 with an interest @ 9% per annum along with all consequential benefits thereto and the Worker also to be compensated with sum of Rs. 2 lakhs (Rupees two lakhs) for his long mental agony being suffered by him during the pendency of the instant case.

This is my Award

Company is also directed to comply the above Award within 3 (three) months from the date of this Award, in default the Workman shall have the liberty to put the Award into execution as per provision of law being enforced in this respect.

Let the copy of the Award be sent to the Government.



Dictated and Corrected by me

Sd/-

Judge

**JUDGE**  
**FIRST INDUSTRIAL TRIBUNAL**  
**WEST BENGAL**

Sd/-

(UTTAM KUMAR NANDY)

Judge

First Industrial Tribunal  
Kolkata

**JUDGE**  
**FIRST INDUSTRIAL TRIBUNAL**  
**WEST BENGAL**